

David C. Hager, J.D.

Leadership in Creating Agreements, Resolving Conflict & Expanding Relationships

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MEDIATION AND FACILITATION PROFILE

David's experience in resolving complex problems and building innovative agreements and partnerships is both broad and deep. Much of his work has involved matters with multiple parties and issues crossing national borders and cultural divides. Drawing on 24 years spent as an international business and litigation attorney, negotiator and mediator, management consultant, and corporate executive, David has a dynamic combination of skills and resources. His clients include large multi-national enterprises, private companies, and not-for-profit organizations. He has done mediation and/or conflict resolution training for diverse groups and individuals ranging from US city mayors to Chinese government agencies to corporate boards of directors.

David spent over ten years living and working in Asia, where he led or advised the negotiation, startup, and "workouts" of many new foreign investments, joint ventures, mergers, and acquisitions in Mainland China, Taiwan, Thailand, Hong Kong and elsewhere. He has also negotiated agreements or mediated disputes with Chinese provincial governors, major city mayors, ministry heads and vice-premiers.

Before moving to Asia in 1990, he practiced law in New York City in the areas of complex litigation, white-collar criminal defense and international transactions. He served as advisor or co-counsel in litigation and government relations matters in several European countries and the European Parliament.

AREAS OF PRACTICE

- Joint ventures and partnerships
- International and cross-cultural issues
- Intra-organizational matters
- Government and regulatory agencies
- Contracts and commercial disputes
- Community and large group issues
- Corporate dispute resolution system design
- Executive employment matters

EDUCATION & TRAINING

- J.D., University of Michigan Law School
- B.A., University of Minnesota (Communications)
- Civil Mediation Training--The Mediation Institute
- Advanced & Large Group Mediation Training, Federal Mediation and Conciliation Service
- Business Process Facilitator Training--Rummler-Brache Group
- Strategic Facilitator Training--Strategic Thinking Group
- Advanced Negotiation Skills Training--ENS, Sydney Australia
- Personal and Professional Coaching--Coaches Training Institute
- Executive Coach Training--LIM Institute
- Pepperdine University Master Mediators' Forum
- Landmark Education Team Management & Leadership Training Program Graduate
- Mandarin Chinese--Self-taught

MEMBERSHIPS & LICENSES

- Washington State Bar Association
- California State Bar Association
- Michigan State Bar Association
- New York State Bar Association
- Federal District Courts
- American Bar Association, Section on Alternative Dispute Resolution
- American Arbitration Association, Panel Mediator
- Chair, King County Bar ADR Section
- Hong Kong Mediation Society
- Washington State Bar, Dispute Resolution Section
- Certified Mediator, King County Shared Neutrals
- American Chamber of Commerce, Hong Kong, Former Vice Chairman
- MENSA Society International
- Certified New York State Fire Fighter

CLIENT RESULTS

- Successfully resolved over hundreds of significant lawsuits sited in most of the 50 US states and several foreign countries
- Mediated a series of internal disputes for large municipal and county governments
- Managed the negotiation and development of a Sino-American-Japanese joint venture manufacturing company in Shanghai, China
- Facilitated large group conversations on divisive environmental issues for a major university
- Led the development of strategic plans for several large corporations and non profit groups.
- Conducted conflict resolution and leadership skills training for the Mayor, City Council and senior executives of a suburban city government
- Successfully mediated a dispute between the Tax Bureau and the Customs Bureau in Guangdong Province, People's Republic of China, resulting in major cost savings to affected foreign inventors
- Designed a program for developing a comprehensive dispute resolution program for a Fortune 10 company's operations in China
- Led the process of negotiation and licensing of several new joint venture and/or wholly foreign owned companies in the Peoples Republic of China
- Facilitated the development of a long term strategic vision for one of Asia's most innovative universities
- Led the implementation of a complete information technology system conversion for a private company having seven operating locations scattered across four countries in Asia and Europe
- Coordinated the joint defense counsel team in response to a Federal Grand Jury investigation in New York, resulting in the acknowledgement of "no wrong doing" by then-US Attorney Rudolph Guiliani.
- Managed the negotiations with provincial and senior central government officials for the "work out" program of a \$250 million US owned enterprise in China
- Coordinated the creation of a coalition of more than 50 civic, professional and not for profit organizations in support of an appeal to the US Supreme Court
- Created and managed a team of transportation and marketing professionals to conduct a comprehensive study of the trucking and transportation industry in China on behalf of a European automotive manufacturer